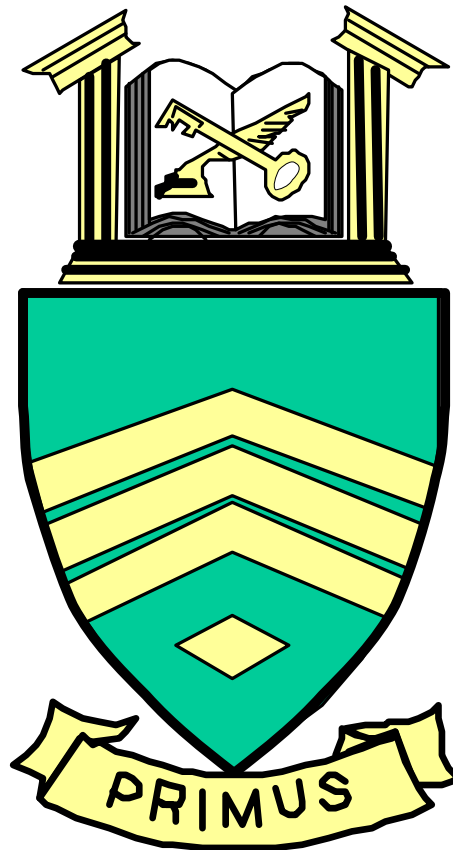


UNIT RETENTION PROGRAM



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ARMY RETENTION PROGRAM GOALS

- **Reenlist, on a long term basis, sufficient numbers of highly qualified Active Army soldiers.**
- **Enlist, or transfer and assign sufficient numbers of highly qualified soldiers who are separating from the active Army into RC units.**
- **Achieve and maintain Army force alignment through the retention, transfer, or enlistment of highly qualified soldiers in critical skills and locations.**
- **Support U.S. Military Academy Preparatory School and ROTC Green to Gold programs.**

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ARNG Retention Program Goals

- **Improve and maintain personnel readiness through:**
 - > Increasing personnel readiness by filling unit vacancies**
 - > Maintaining qualified soldiers in the unit by reducing turnover**

USAR Retention Program Goals

- * Maintain and improve the personnel readiness of USARC units through retention of qualified soldiers**
- * Meet retention objectives**
- * Retain assigned soldiers**
- * Achieve readiness standards consistent with tiered resources.**

Unit Commander's Responsibilities

- ◆ **Execute duties and responsibilities as Retention Officers**
- ◆ **Develop, implement, and sustain the army retention program**
- ◆ **Monitor retention statistics**
- ◆ **Ensure that unit personnel properly conduct and document all reenlistment counseling**

Unit Commander's Responsibilities (cont)

- ◆ **Inspect the reenlistment data card file monthly**
- ◆ **Develop and implement an Army retention incentive program**
- ◆ **Encourage maximum attendance at reenlistment ceremonies by the soldier's co-workers and fellow unit members**
- ◆ **Provide Retention NCO time to perform duties and training**

Retention Interview/Counseling

RA

- **Screening & Familiarize (30 days)**
- **Job Performance (60-90 days)**
- **Career Guidance (15-16 mo to ETS)**
- **Reenlistment Benefits (13-14 mo to ETS)**
- **Reenlistment Follow up (4 mo to ETS)**
- **RC Benefits (90 days to ETS)**

ARNG

- **Orientation (sponsorship)**
- **Career Development (annually)**
- **Family (annually)**
- **Employer (when appropriate)**
- **Extension (toward end of enlistment)**
- **Unscheduled**

USAR

- **Orientation (initial assignment)**
- **SSG & below (6-12 mo to ETS)**
- **FSC & above (6 mo to ETS)**

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Standards for Reenlistment

- >High moral character**
- >Personal/Professional competence**
- >Demonstrated adaptability to the requirements of the professional soldier's moral code**

Bar to Reenlistment Guidelines

- **Not initiated when separation action pending**
- **Not initiated solely because soldier refuses to reenlist**
- **Not used instead of trial by court-martial, NJP, or other administrative action**
- **Previous administrative action does not preclude a bar**
- **Honorable or general discharge does not prevent bar initiation**
- **Honorable service does not prohibit bar initiation if appropriate**
- **Not initiated for soldiers with an approved retirement.**

Criteria for Bar

- **Untrainable soldiers**
- **Unsuitable soldiers**
- **Single soldiers/Dual-service couples with dependents without a Family Care Plan**
- **Soldiers with one or a combination of infractions or reasons listed in Regulation**

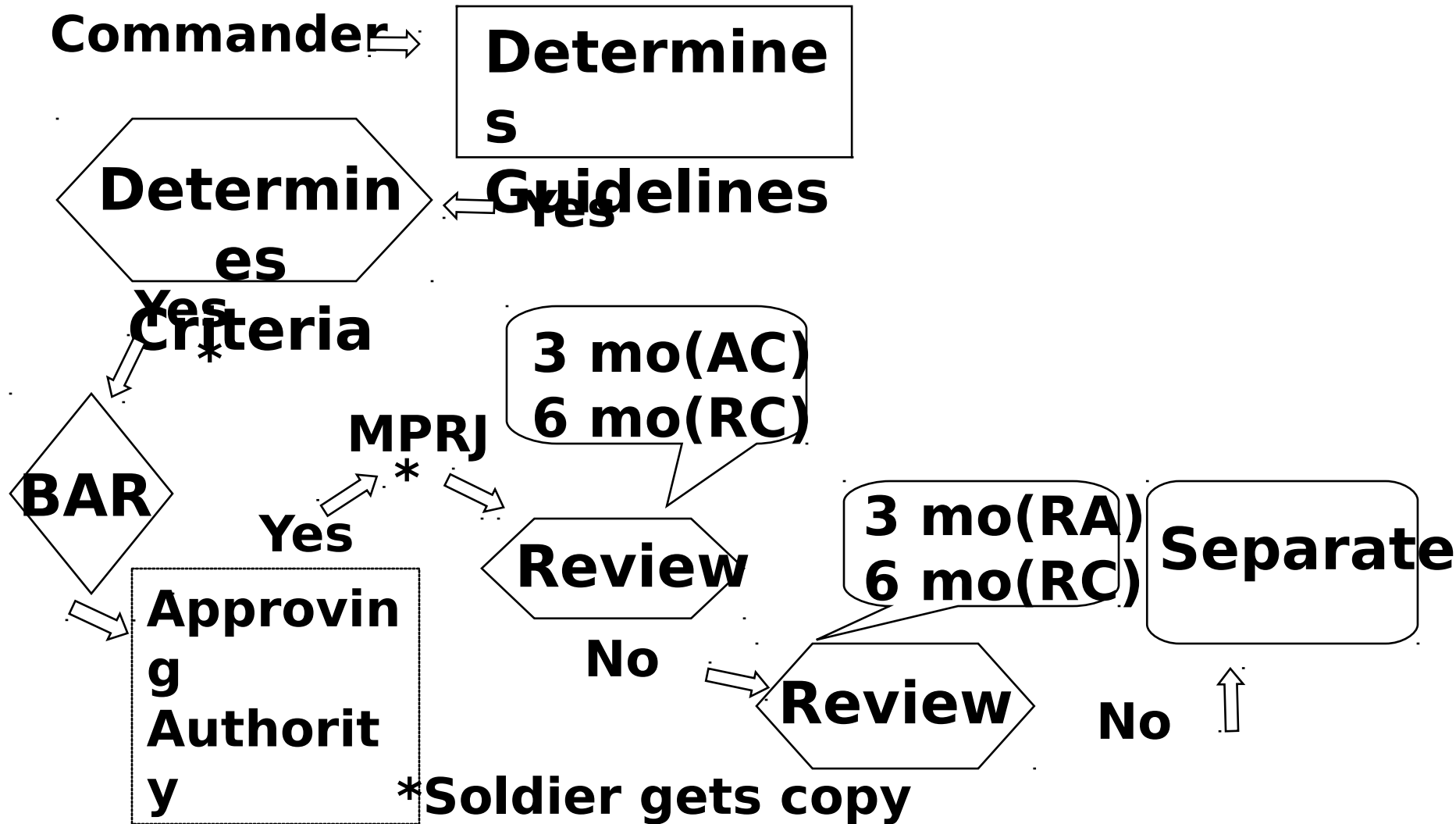
Initiating a Bar

- **Identify soldiers meeting criteria**
- **Commander initiates a bar**
- **Commander refers bar certificate to soldier (gets copy)**
- **Allow soldier 7 days (RA & USAR AGR) or 30 days (ARNG), to prepare a comment on his behalf**
- **Each commander personally endorses certificate**
- **Proper Authority approves the bar**
- **Commander informs soldier of bar approval**

Initiating a Bar (cont)

- **Commander allows soldier 7 days (RA & USAR AGR)/15 days (ARNG)/30 days (USAR TPU) to submit appeal**
- **Each commander personally endorses the appeal**
- **Soldier may apply for voluntary separation**
- **Commander continues to document evaluation of the soldier**
- **Commander must review bar 3 months (6 for RC) after approval date**

BAR TO REENLISTMENT PROCESS



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